



Integral Leadership Coaching

*Helping Leaders Make The **Shift***

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What kind of leader do you wish to become?



The Integral Business Leadership Group

Vision

Seeing New Possibilities

Passion

Pursuing What Matters To You

Performance

Acquiring The Right Capabilities

Results

Achieving What You Really Want

Helping Leaders Make the *Shift*

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Suite 300, 1055 West Hastings Street
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Why Integral Leadership Coaching?

Why Integral Coaching?

“Integral” means comprehensive, whole, all-inclusive, complete.

Consistent with this, Integral Coaching® refers to a way of developing leaders that is whole, complete and integrated – for lasting powerful transformational change.

APPLICATIONS

- Individual & Team-based Leadership Coaching
- Corporate Leadership Development Programs
- Organizational Culture Transformation

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Benefits of Integral Leadership Coaching

Integrates Individual AND Organizational Needs

- Builds the unique leadership capacities of **each** executive in support of the strategic leadership needs of the organization – enhancing the performance of both.



Benefits of Integral Leadership Coaching

- ❑ Enhanced ability to manage complex challenges with greater ease, balance, energy and focus.
- ❑ Expanded capacity to lead in ways that is more collaborative, engaging and inspiring.
- ❑ Reduced expensive turn-over because the right people want to stay as they feel supported and valued.
- ❑ Increased capacity for creativity & innovation.
- ❑ Culture transformation - Becoming the employer of choice for leaders looking for a corporate culture where vision, passion, performance & results are valued and aligned.



Benefits of Integral Leadership Coaching

What Clients are saying:

"I benefited strongly from the coaching in that it allowed me to successfully adapt to and work in a very controversial and stressful environment and produced very positive long lasting results. "

"This program has had a profound impact on my life and those around me. I am truly fortunate to have gone through the program and can't say enough about it."

"Our work impacted in a positive way my work and personal life. I highly recommend it... without hesitation and with great confidence. You'll enjoy the journey."

"I was able to step into a fuller sense of my authentic self and actively pursue my life's work."



Integral Leadership Coaching

The Power to Transform

From “Where You Are”

- Seeing yourself in the **Present** -- Gain a comprehensive understanding of where you are as a leader right now ... that is, you will see your ‘Current Way of Leading’ up to now (your patterns and blind spots).
- Your ‘Current Way of Leading’ is illuminated in a way that identifies what is working as well as what is no longer working and the capabilities that need to be developed for optimal performance.
 - ❖ What needs to be accomplished to realize your greatest leadership potential?
 - ❖ What is limiting the realization of this potential?
 - ❖ What are the underlying reasons (current patterns, habits, etc.)
 - ❖ What are the biggest leverage points & **unique path forward?**

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.... To “Where You Need To Be”

- Realizing the **Future** – The path forward will leverage each leader's strengths and address his/her unique developmental needs step-by-step with the help of a Certified Integral Master Coach™.
- Over time, the leader will build new capabilities (“muscles”) to lead in a ‘New Way’.
- The result is lasting powerful transformation.



INTEGRAL COACHING METHOD

Key Activities

One-on-one meetings in which leader(s) and coach:

- Clarify goals & objectives
- Illuminate Current Way of Leading -- 'blind spots' and current patterns & habits that have kept you from realizing your highest potential
- Offer of 'New Way' with uniquely crafted action steps for learning, reflection and performance
- Thought-provoking conversations that raise awareness of limiting beliefs & actions and guide/motivate you to perform to your highest potential
- Practices between sessions uniquely designed to build and sustain new capabilities to realize the Coaching Objective

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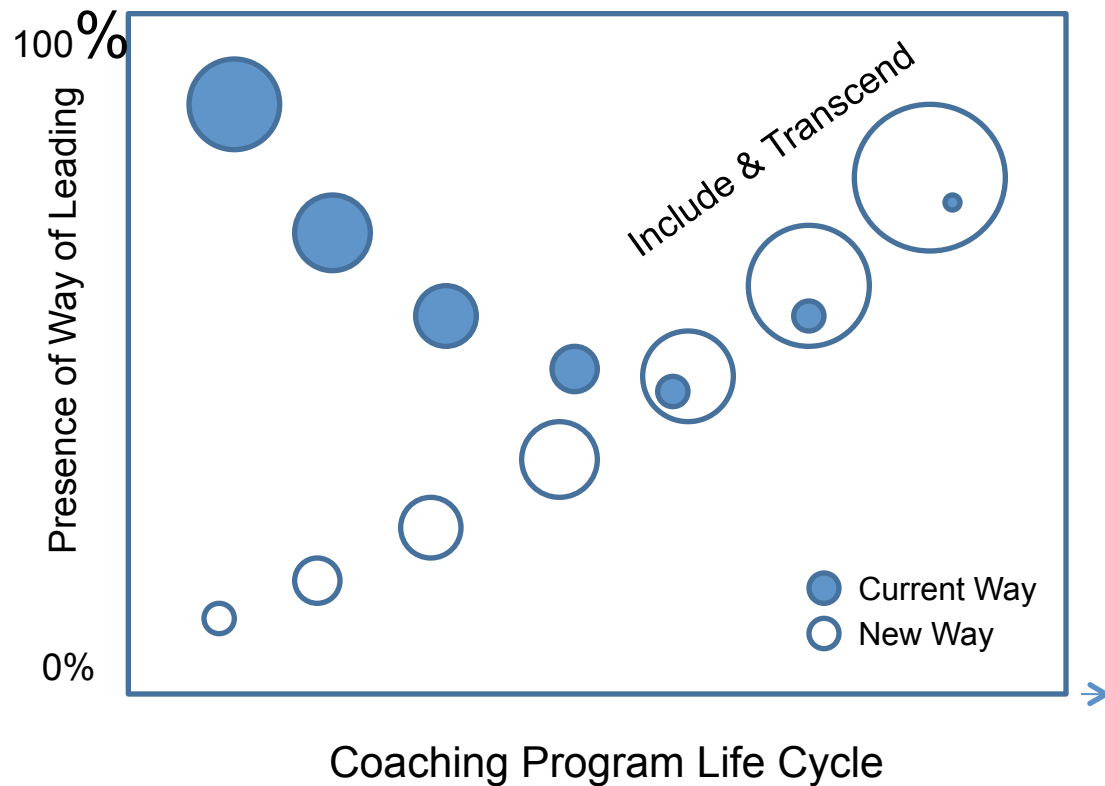
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INTEGRAL COACHING METHOD

Approach To Change: “Include & Transcend”



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INTEGRAL COACHING METHOD

Process Overview

Session 1: Professional Exploration

- Approx. 1.5 hours
- Clarify Coaching Objective
- Create understanding and insight from multiple perspectives

Session 2: The Road Map – Coaching Program

- Approx. 1.5 hours
- Confirm Coaching Objective
- Current Way of Leading illuminated/explored
- New Way of Leading introduced/explored
- Developmental Objectives discussed (the capacities or “muscles” needed to move from Current Way to New Way of Leading and to accomplish the Coaching Objective)
- Offer of Coaching Program
- Offer of first Developmental Practice(s)

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INTEGRAL COACHING METHOD

Process Overview

Developmental Conversations⁺

- Approx. 1 – 1.25 hours
- Every 2 weeks
- Review insights/experiences with assigned Practices*

Completion ⁺

- We will synthesize your accomplishments and make additional recommendations to ensure your continued success.
- ⁺ Included in the Transform & Mastery programs
- ^{*} Each Developmental Practice typically requires
 - 10-15 minutes of journaling once per day and once per week
 - The time for Practices can vary from a few minutes per day to 1 hour per day depending on the type of practice & client schedule – timing discussed each meeting to ensure appropriate

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